

## Facing up to the challenges – global and individual

MTU Aero Engines is one of the world's biggest companies in this highly-specialised sector. Since the beginning of motorised aviation more than 100 years ago, the company, with its long tradition and outstanding pedigree, has made a major contribution to air travel. Predecessor companies helped get the first aircraft into the air, while today MTU and its global co-operation partners – including all the leading companies in the field – develop the latest generation of increasingly sophisticated aircraft engines. When it comes to maintaining civilian aircraft engines, MTU Maintenance is – in terms of sales – the world's largest independent service provider.

As the working world is undergoing great changes, so are the challenges facing employees and companies. Trust, communication, respect, employee satisfaction and information are reflected not only in the tenets of the MTU corporate mission statement, but are also the foundation of future-orientated personnel management.

This is where health management makes a vital contribution, since protection and promotion of good health are important prerequisites for the motivation, commitment, performance and efficiency of employees. As part of the company's health promotion campaign, health management offers programmes such as manager checkups, smoking-cessation seminars, thyroid, glaucoma and colon cancer screenings as well as annual flu shots.

The MSN Health Seminar plays a central role, following the principle "To be healthy is a gift – to stay healthy takes some effort." The seminar is based on the following three pillars:

- Movement (M) Theory and practice involving jogging, walking and ergo-meter training
- Stress Management (S) Relaxation exercises and relaxation techniques
- Nutrition (N) Tips and information on balanced and tasty nutrition

All MTU employees have the opportunity to approach the subject of health from a practical angle. In a relatively short time, managers and employees learn how to treat their health sensibly and competently.

Based on scientific findings and under the watchful eye of the company physicians, the participants learn how to bring out the strengths each one of us has in easy ways. To prepare for the seminar, we offer a physical examination by a company physician. This, together with a questionnaire, forms the basis for an individual interview, during which each participant will receive suggestions and recommendations, tailored to his/her physical condition and the results of the examination. This helps to map out a personal road to well-being and increase efficiency in the performance of everyday duties.





MTU Aero Engines is concerned with the development, manufacture, sale and servicing of civilian and military aircraft engines. In Germany it is the leading manufacturer of engine modules and components and it collaborates throughout the world with the big players in the industry. Technologically, the company is the leader in major engine domains and has a permanent presence in the most important markets and regions. In the next few years it is planned to concentrate resources on the core business, to participate in new engine ranges and to expand the service portfolio. MTU employs around 6,800, with its headquarters in Munich.



## H o l i s t i c

The health and safety of everybody is a basic principle for all our activities worldwide. Promoting health and safety is the aim of our company culture and reflects our sense of responsibility for the people and the business. Pooling the know-how from the areas of health, occupational and environmental safety as well as social services consultations, we are able to view the person in the workplace in a holistic manner, that focuses not only on single, isolated facts, but takes into consideration the needs of body, mind and soul. Using a continuing learning and improvement process based on benchmarks and exchange of experiences, we strive to achieve and maintain a leading position in this area.

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